

Unit-IV

8. What is a reward system? How does it motivate employees? Explain.
9. Explain the role of Trade Union movement to ensure the quality of work life in India.

Roll No.

56047

**M.B.A. 2 Year 3rd Semester
(N.S.) Batch 2011-13**

**Examination-December, 2015
Compensation Management**

Paper-MBA-308

Time : 3 hours

Max. Marks : 80

Before answering the questions, candidates should ensure that they have been supplied the correct and complete question paper. No complaint in this regard will be entertained after the examination.

Note : Attempt any **four** questions from section-B carrying 16 marks each selecting at least **one** question from each unit. Section-A carrying two marks each is **compulsory** to attempt.

Section-A

1. Write short notes on the following. The answer should not exceed fifty words normally.

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(a) Define compensation.

(b) Economic theory of compensation.

(c) Internal equity in compensation system.

(d) What is a retirement plan?

(e) Components of R&D staff compensation package.

(f) Reward system.

(g) Role of trade union.

(h) What is tax planning?

Section-B

Unit-I

2. Define the skills required to design an effective compensation package for Indian organisations.

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(2)

3. "Compensation as motivational tool." Discuss with examples.

Unit-II

4. What are internal and external equities in compensation system? How do they motivate employees in the organisations? Discuss.

5. Describe the role of fringe benefits to increase the productivity and morale of employees in a company.

Unit-III

6. What are the components of compensation package of senior managers? How do they differ from chief executives? Discuss banking industry?

7. Differentiate the compensation package of R&D staff and knowledge workers with examples.

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(3)

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